



## Coast Guard Flag Voice 06

### Status of the Junior Officer Needs Assessment (JONA)

The JONA Team is progressing towards the final stages of their assessment. By April, the Team identified 150 optimal traits of a junior officer. The Performance Technology Center (PTC) at RTC Yorktown incorporated these 150 optimals into a survey that was sent in early June to first tour junior officers, their supervisors, and first-line subordinates. After the PTC compiled the results, the JONA Team analyzed the data during their August meeting. Overall the preliminary results indicate first tour junior officers are doing a good job and no glaring performance gaps stand out. However, the Team must clarify some indicators before conducting the next steps in the assessment, gap identification and root cause analysis.

Currently, the JONA Team is embarking on focus groups in key population centers throughout the Coast Guard. The Team's goal is to meet with junior officers ashore and afloat, as well as their supervisors and first line subordinates, to gather in-depth information regarding the identified indicators from the initial survey data. The focus groups will clarify issues and facilitate efforts for the root cause analysis. The JONA Team also intends to survey Flag Officers and all Commanding Officers, with first tour junior officers assigned to their units, to pinpoint the organizational expectations with regards to the 150 junior officer optimals. The survey is designed to measure expectations upon commissioning and at the one-year mark. The Flag officer/CO survey will be presented at the Flag Conference in Mid-September with a concurrent mail out to COs in the field.

Please welcome these focus teams as they meet with your commands. They are gathering information vital to the future development of junior officers throughout the Coast Guard. Additionally, if members or supervisors have a JONA survey and have not yet returned it to the PTC, please do so. The return rate so far is lower than we would like to ensure the validity of all findings.

Thanks!

Regards, FL Ames



[Flag Voice Contents](#)

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